

Explanation of Statistical Data

Instructional Faculty. The instructional faculty is defined as those members of the instructional/research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (2) instructional faculty in preclinical and clinical medicine; (3) instructional faculty who are employed on a part-time basis; (4) administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and may have faculty status; (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc.; (6) faculty on leave without pay; and (7) replacement of faculty on sabbatical leave.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form or remuneration. Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in the Appendix Tables of this report.

Major Fringe Benefits. In general, the major fringe benefits include those where the institution (or state) makes a definite payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (rate effective January 1, 1992, used), (2) retirement contributions (the employers contributions are included regardless of the plan's vesting provision), (3) medical insurance, (4) dental insurance, (5) life insurance, (6) disability income protection, (7) unemployment compensation, (8) worker's compensation, (9) tuition for faculty children (both waivers and remission are included), (10) other benefits in kind with cash alternatives (for the majority, these include benefits such as moving expenses, housing, cafeteria plans or cash options to certain benefits, bonuses, etc.). In the cases of Texas public four-year institutions, it also includes the portion of the employee's contribution to Social Security which is paid by the state or 5.85 percent of the first \$16,500 of salary. Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's (or state's) contribution to major fringe benefits.

Average Salary by Rank and for All Ranks Combined. This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 44.3 would average for an average salary between \$43,250 and \$43,349. The All ranks (AR) figure includes the rank of lecturer and the category No Rank which are not displayed here.

Average Compensation by Rank and for All Ranks Combined. This figure represents the average salary plus average fringe benefits and, as for average salary, the figure has been rounded to the nearest hundred dollars.

Benefits as a Percentage of Average Salary. This percentage, which has been rounded to the nearest unit, represents the overall percentage of fringe benefits as a percentage of average salary for all ranks combined. Major fringe benefits are the institution's (or state's) contribution excluding employee's contribution.

Percentage Increase in Salary for Continuing Faculty. The percentage increase in salary shown here is that for continuing faculty or faculty members remaining on staff in 1992-93. This figure represents an increase in salary for individuals as opposed to a percentage change in salary levels for a given rank from 1991-92 to 1992-93. For the purpose of reporting this information, the institution is asked to provide data by rank but to report, in the case of promotion, the individual in the rank held in 1990-91. Therefore, the increase shown is that of individuals in the rank held during the 1991-92 academic year. This figure reflects across-the-board, merit increase, promotion and/or other salary increments.

Number of Faculty Members by Rank and by Gender. This number represents the total number of full-time faculty in a given rank.